



## Inside—

- More visitors to the Mesa
- Environmental education center groundbreaking
- Capturing institutional memory before employees retire
- Latest buyout bon voyage

## Like mother, like daughter

Susan Joyce-Harvey and her daughter Naomi contributed close to 1,000 hours of volunteer work for BLM in 1994 and 1995. Joyce-Harvey took official adjudicative action on 69 Native Allotment parcels, while Naomi, a student at West High, gave several hundred hours of clerical support to the Conveyance Division.

Joyce-Harvey is Inupiat and Yupik Eskimo. She grew up in Emmonak and came to Anchorage with her family as a teen. She says she feels especially pleased when her work helps a Native allottee receive entitlement to his or her allotment. "Mostly because I have lived out in the village and have seen how heavily people in the bush rely on the subsistence way of living to survive."

She explains that sometimes the area surrounding villages is refuge lands that may be closed to hunting activities. Individual allotments provide a legal place for the allottees to hunt or fish. "When I was growing up, the only way our family had protein-rich food was if my father was able to catch fish or hunt for moose, seal, geese or whale. So I associate the Native allottee receiving his or her certificate with their ability to provide for their families."



**The Harveys help make the BLM volunteer program a win-win proposition. Volunteers put their current skills to work and sometimes learn new ones while helping BLM get the job done for less.**

Joyce-Harvey worked for BLM and BIA until 1986 when she resigned from federal service. She came back to BLM as a volunteer in March 1994, contributing over 600 hours as an experienced adjudicator. She was reinstated as a part-time BLM employee in October 1994.

Naomi Harvey was a RAPS student in 1994 and 1995, and volunteered at BLM between RAPS assignments. She helped prepare the documentation for five Native Allotment packages adjudicated by her mother, and provided countless hours

of clerical support to other adjudicators. Naomi left BLM in August to return to West High School, where she is in her sophomore year.

Conveyance DSD Brenda Zenan recognized the mother/daughter duo with a certificate of appreciation Aug. 31. "These two have provided tremendous help to our division," said Zenan. "With Susan and Naomi's help, we were able to meet our yearly goals. We really appreciate them."

Susan and Naomi are the wife and daughter of Rodney Harvey of ASO Support Services.

# Meeting the mesa

Deborah Williams of the Secretary's Anchorage office and Janet Halvarson of Sen. Ted Stevens' Fairbanks office recently visited the Mesa Site, a BLM archeological find where Paleoindians hunted bison and mammoth over 11,000 years ago.

The two were briefed by Michael Kunz, the Arctic District archeologist who found the site in 1978. They climbed the 200-foot bluff where projectile points have been found in charcoal fire pits dating 9,000 to 11,700 years ago.

The Mesa find was the first to link the Paleoindian culture in Alaska with sites in the Lower 48. Stone projectile points found at the Mesa are nearly identical to points found at the Agate Basin site in Wyoming, and the time frame for each site is similar. The Paleoindians are believed to have traveled across the Bering Land Bridge during the Ice Age.

Kunz said the Mesa was used by hunters scouting for big animals—such as Pleistocene bison, which were twice the size of modern bison. Kunz pointed out flakes of chert, a flint-like substance the Paleoindians used for making points. The flakes were chipped off when the Stone Age hunters fashioned their spears and lances. "They would take a broken point and untie it from the shaft and toss it into the fire," Kunz said.



Andy Williams

**Archeologist Michael Kunz shows Deborah Williams the Mesa Site. Williams, Special Assistant to the Secretary of Interior for Alaska; and Janet Halvarson, far left, from Sen. Ted Stevens' Fairbanks office, visited the site July 10.**

Kunz, several graduate students and a Russian archeologist worked at the site for several weeks this summer. They found several new charcoal pits and were uncovering them with painstaking care.

Williams spent the night at the Mesa camp. The next day she flew over the National Petroleum Reserve-Alaska before returning to her office in Anchorage.

—Sharon Wilson

## Environmental education center is a go!

For many in attendance at the Campbell Creek Environmental Education Center's groundbreaking on Aug. 22, 1995, it couldn't have happened sooner.

Years of planning and the contesting of the construction award in 1994 which caused a year-long delay are things of the past. The project is now in the hands of the contractor, H. Watt and Scott, Inc. who was awarded the \$2.2-million construction contract in August to build the 11,000-square foot facility. The facility is scheduled to be completed in September 1996 and will be located on the BLM's Campbell Tract in Anchorage.



Dave Vickery

**Breaking ground at the Campbell Creek Environmental Education Center are (left to right) Deborah Williams, Special Assistant to the Secretary of Interior, Alaska; Dr. Emma Walton, Anchorage School District Science Coordinator; Sally Wisely, BLM Alaska Associate State Director; Frankie Barker, Alaska Natural History Association Executive Director; and Susan Rogers, Anchorage Committee for Resource Education President.**

# Gulkana sees an eventful Fourth

Swiftwater rescue training paid off again this year on the Gulkana National Wild River.

A four-man crew consisting of seasonal and volunteer staff was stationed at the Canyon Rapids on the Gulkana River over the 4th of July weekend. The crew included veteran seasonal outdoor recreation planners Joe Westermeyer and Brad Seifert, and Student Conservation Association volunteers Jon Coulter and John Geiger.

On Sunday, July 3, a large group of rafters made their way through Canyon Rapids. All went well until the last raft became lodged sideways against a rock, and flipped over on the two occupants. Coulter, stationed at that segment of the rapids, immediately got his BLM throw bag out to the pair, and swiftly guided them to shore. The crew then went into action to retrieve the capsized raft, which was stuck upside-down in mid-river. The rafters lost only minimal equipment, and were grateful for the assistance.

An additional mishap struck one member of the party who slipped at the takeout below the falls, dislocating his knee. Seifert provided first aid to the injured rafter.

The crew's presence there was reassuring to dozens of other river users who successfully navigated through or portaged around the falls.

"It's my opinion that the Glennallen District should send

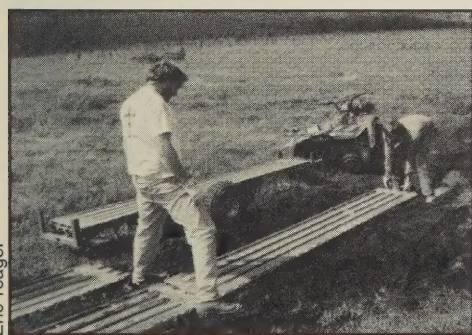


KJ Mushovic

a Swiftwater Rescue crew to Canyon Rapids each year," observes Westermeyer.

It's a unique customer service that the Glennallen District hopes to continue to provide. —KJ Mushovic

## Steese/White crews try runway sections to improve trails



Eric Yeager

Steese/White Mountains District recreation planners Collin Cogley, left, and Randy Goodwin lay lengths of runway materials over a low spot on the Quartz Creek trail.

BLM crews are experimenting with material used for runways on the tundra to help protect trails from damage by off-road vehicles in the White Mountains National Recreation Area.

Outdoor recreation planner Eric Yeager said crews laid the 12-foot by 20-inch metal sections side by side for about 150 feet on Quartz Creek Trail, which starts at the end of Nome Creek Road off mile 57 of the Steese Highway.

"The trail has been chewed up badly and we want to see if four-wheelers will use the path rather than going around. The trail improvements should protect the health of the land, while allowing motorized and non-motorized use to continue," he said.

The crews will keep an eye on the sections to see how they are working and adjust them as needed to make

them more usable for off-road vehicles.

Yeager said White Mountains recreation workers also built about 1,700 feet of boardwalk on the Summit Trail, off mile 28 of the Elliott Highway. Aided by ten AFS smokejumpers, who parachuted onto the project sites, they unloaded 20-foot lengths of lumber slung in by helicopter and assembled the boardwalk.

The helicopter also delivered materials by sling for a new bridge on the Windy Creek trail, about 23 miles in from mile 57 of the Elliott Highway. The bridge was designed by Northern Districts engineer Curtis Fortenberry to replace a log bridge built by smokejumpers in 1989. Yeager said he expects to assemble the bridge this winter.

—Andy Williams

# How do you fill the gap when “institutional memory” retires?

We all know the scenario. Government is in a downsizing mode. Or is it rightsizing? Call it what you will—FTE numbers are shrinking. And many long-time employees are waiting for just the right buyout so they can chase that dream of opening a fly-tying shop or traveling around the world for a year.

In the last 18 months, 68 BLM Alaska employees have retired or resigned. Collectively, these employees represent over 1,000 years of work experience and institutional knowledge of programs and issues ranging from land law to fire management.

So what kind of impact does this have on the people left to carry on? How do you fill the void when 20 or 30 years of valuable institutional memory walks out the door with retirement certificate in hand? The ASO

Resources staff is one of many grappling with answers to these questions as branch chief Sue Wolf completes her last month of federal service before retiring.

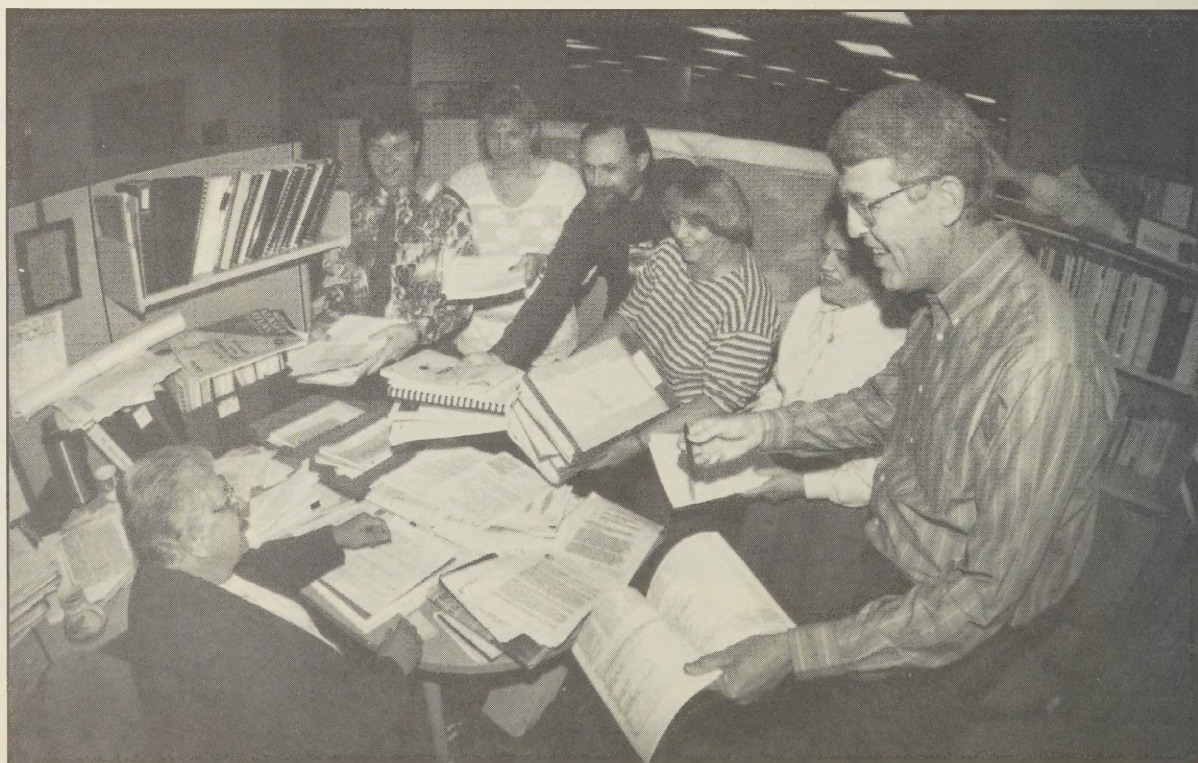
Wolf came to BLM Alaska in 1970, just before passage of the Alaska Native Claims Settlement Act. She not only saw first-hand how this law changed BLM's role in Alaska, she helped implement those changes. In 1974 Wolf prepared the first approval for conveyance granting the Natives of Kenai 4,262 acres at the former Wildwood Air Force Station site in Kenai. ANCSA was off and running.

In 1980 Wolf left Alaska for a three-year stint in Washington, D.C. There she was quickly immersed in reviewing drafts and writing proposed language for another historic piece of legislation—the Alaska National

Interest Lands Conservation Act, or ANILCA. “I worked with other agencies to develop a matrix assigning responsibility for each section of ANILCA and interpreting boundaries of the new conservation system units,” Wolf explains.

With a career spanning 25 years in an era which launched both ANCSA and ANILCA, Wolf takes a sizable chunk of working knowledge with her about these complex laws. So how will Resources fill the void? “There are always things in one's institutional memory that cannot be documented,” explains Resources DSD Nolan Heath. “Some of the things Sue did because of her historical perspective will just take longer to respond to.” But Heath says Wolf's working files will remain in Resources, and that he has confidence in realty specialist Mike

As co-workers barrage her with last-minute demands, Sue Wolf finds her final weeks at BLM hectic indeed.



Ed Bovy

Haskins, who worked with Wolf for the last nine years. Haskins will inherit most of Wolf's responsibilities, and says he will rely on the districts to help get the work done.

Resources isn't alone in the downsizing dilemma. The ASO Conveyances Division took a hard hit earlier this year when their only paralegal specialist, Sue McWilliams, opted for retirement. BLM was left without a statewide chief appraiser when the other half of the McWilliams team, Gary, also retired. The Alaska Fire Service is currently preparing for the retirement of safety officer Don Wahl, a key figure at AFS for more than 25 years. And the list goes on: Wayne Boden, Ken Hunt, Larry Knapman, Jack Lewis, Jeanne Hart, Roger Bolstad, Paul Sulinski, Connie Jeglum, Al Cronk, Ed Spang, Martha Sheppard, Larry Kajdan, and many others whose leaving impacted their offices just as profoundly as Sue Wolf's retirement.

If your office is facing the retirement or buyout of key employees in the near future, here are a few things you can do now to ease the transition:

- Document everything—field trips, meetings, both public and in-house, resource inventories, etc. You don't need long missives, just bullets that capture what occurred, how decisions were reached, and relevant background facts. A paper trail can be your best friend!

- Consider cross-training, so employees can learn from long-timers before they jump ship. Rotate duties, so staff have a chance to learn each other's job before they're asked to assume duties permanently.

- Share information. Don't hoard knowledge that could benefit others who may be left to do your job when you've left for sunny Acapulco!

The bottom line is, you can survive if you've prepared for the void left by the retirement of long-time employees. Look ahead, think about things you can do now to provide continuity when employees leave, and duties and responsibilities shift into new hands.

Sue Wolf's co-worker put it this way: "Sue will be missed, but the show will go on."

—Teresa McPherson

## Dalton Highway interpreter hired

Her only trip up the Dalton Highway was three years ago, and she never saw the end of the road at Prudhoe Bay. Now, interpretive specialist Lenore Heppler finds herself smack in the middle of Dalton Highway issues and responsible for developing information and interpretation for the burgeoning visitor traffic north of the Yukon River.

"When I worked for the Alaska Public Lands Information Center, I had to answer a lot of tourist questions about the Dalton Highway. Jan Burris {interpretive specialist for the Arctic District} drove me as far as Slope Mountains, mile 302, so I would be more familiar with the Dalton," Heppler said. Now she has Burris' former job.

Heppler worked for APLIC for five years, first as a seasonal and then as the assistant manager. A natural resource management graduate of Ohio State University with an emphasis on interpretation, Heppler put her education to good use as she developed interpretive materials, information systems and met visitor demands.

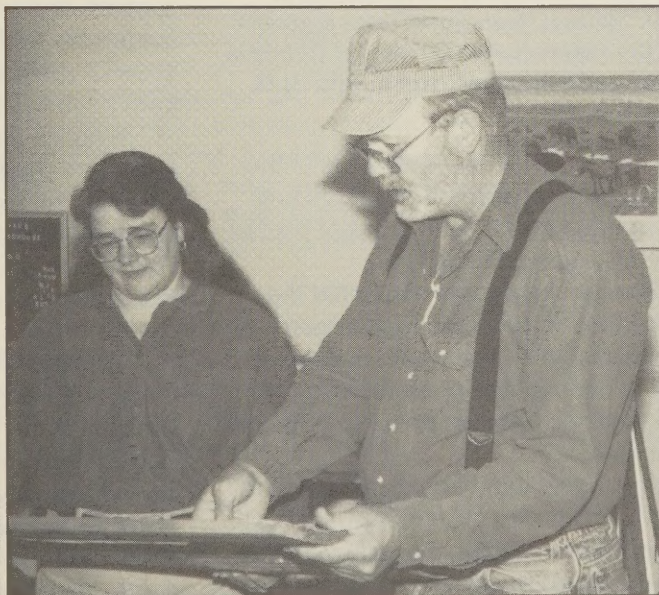
Heppler joined BLM in June 1995 as the interpretive specialist for Arctic District. After the Oct. 1 startup of the new Northern District, Heppler will be on the Dalton Team, planning and producing interpretive and information services for the Dalton Highway.

Now that the Dalton Highway is open to public travel all the way to Deadhorse, BLM is glad it started building public facilities over the last four years. The Yukon Crossing Visitor Contact Station saw a 50-percent increase in visitors this summer over last, and the Coldfoot Visitors Center had a 20 percent increase.

One of Heppler's most formidable tasks will be administering a contract for research that will result in 38 interpretive panels for the Dalton, plus the contracts for design and fabrication of the panels. She will also oversee design and content of publications for the traveling public. To that end, she is facilitating the Information/Interpretation Committee for the Dalton Highway Coordination Group. Heppler also plans to develop environmental education material that will further BLM initiatives and help plan visitor contact stations.

"It's nice to be working with the resources again," Heppler says. "I enjoyed working with the public at APLIC, but I like the more direct involvement with the resource that I have here at BLM."

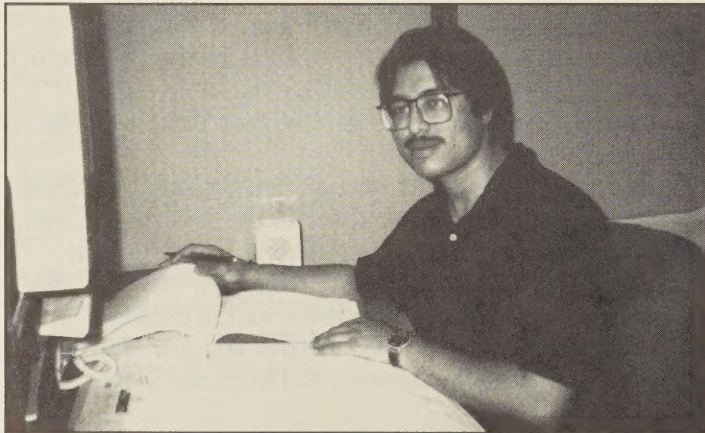
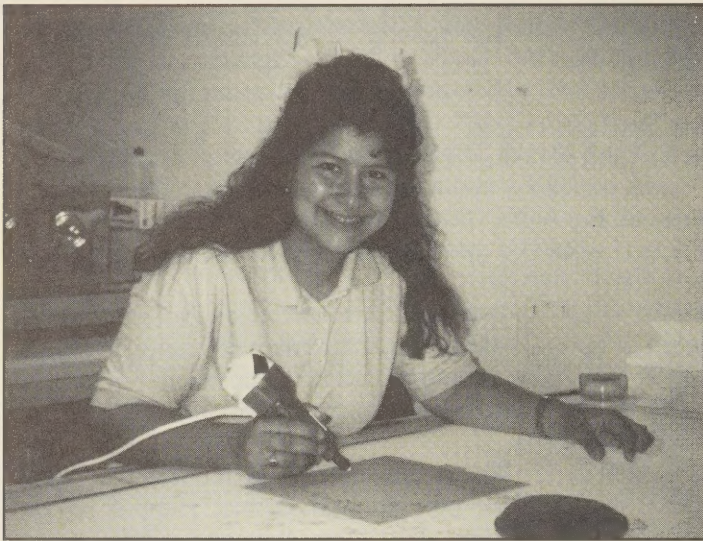
—Sharon Wilson



Lenore Heppler and Charles Adkins, archaeology technician, examine an old sign found during a cleanup at Coldfoot Cemetery.

Dan Gullickson

# Workwise or Otherwise



**HACU/BLM TEAM UP**—Laurie Elizalde of New Mexico State University, Las Cruces, and Daniel Melendrez of the University of Texas at El Paso completed successful co-op assignments at BLM Alaska in August. Elizalde revised hydrography on quads for Mapping Sciences, while Melendrez plotted mining claims for Mineral Resources. Both students were recruited through the Hispanic Association of Colleges and Universities under a continuing partnership with BLM.

**HAZARDS AT HAGGARD CREEK**—Members of the Glennallen Management Team assisted in a search and rescue Aug. 31 for an overdue hunter who had lost his way along the BLM-managed Haggard Creek Trail.

Law Enforcement Ranger Joe Morris contacted the hunter's partner near the trail head on the Richardson Highway. The hunter was last seen the previous evening, and had been exposed to overnight temperatures in the 30's, heavy rain and high winds. He was believed to be without food or survival gear.

Alaska State Troopers activated a search and rescue operation. GDO'S Ed Wieliczkiwicz responded with the Copper River Search and Rescue, a local organization he helped form this summer. Morris and realty specialist David

Mushovic, both familiar with the area, provided information used to initiate a ground search.

At approximately 5:15 p.m., the overdue hunter was located by a Civil Air Patrol overflight approximately six miles from where he was last seen. A helicopter on contract to the Alaska Fire Service was in the area for field work, and was used to extract the cold, tired hunter. AFS personnel trained as emergency medical technicians were on board. The hunter was recovered in satisfactory condition.

"This guy was lucky," reports Ranger Morris. "Another rain-soaked, windy night like the one we had, and I'm not sure he'd have made it."

**KUDOS TO THE CREW**—The Northstar Fire Crew received a letter of appreciation from the U.S. Army for conducting vegetation and brush control this summer at the Ammunition Supply Point on Fort Wainwright.

"The 1995 Northstar Fire Crew's hard work helped to appreciably reduce the ASP's high fire potential, and helped resolve a long-term and unresourced brush control problem," the letter, signed by Lt. Col. Emmet E. Holley of Fort Wainwright, said.

Dave Jandt, leader of the hotshot crews at AFS, said the Northstar, the Midnight Sun and the Chena fire crews each spent about five weeks this summer working on projects that benefited BLM, other government agencies and the local community. Smokejumpers also worked on projects in addition to monitoring and suppressing wildfires.

**CONGRATS**—Support Services technical writer Ella Wright was elected third vice president for the National Federation of Press Women in July. She will administer the organization's technological advancement program, providing member services through computer technology.

Wright says as a writer she receives opportunities for support, professional development, networking and leadership through NFPW. She was NFPW secretary from 1993 to 1995 and ethnic recruitment committee director from 1990 to 1993.

Wright's candidacy was endorsed by then BLM Acting Associate State Director Donna Lance, Alaska Press Women, the local Associated Press Bureau Chief, and the immediate past president of Alaska Pacific University. She's been an active member of the National Federation of Press Women and Alaska Press Women since 1978.

**IN MEMORY**—Roger Robinson, 83, died July 2 at his home in Sequim, Wash. Robinson was BLM Alaska State Director from 1961-65. He was also former director of the Boise Interagency Fire Center. After leaving Alaska, he owned property for many years in the small community of Eagle, which he visited from time to time. He was a faithful supporting member of the Eagle Historical Society until his death. He is survived by his wife, Betty.

# Bon voyage!



**September 1995 was a banner month for employee buyouts and retirements. Many of those departing shared their immediate plans with us. Others were just too busy with last-minute requests from supervisors or co-workers. All will be missed.**

**Sherman Bell, AK-921**

**Mary Bloes, AK-962:** "What do I plan to do after BLM? To live! I'll try out my new Minolta and get my darkroom started again. I'll finish hooking that gorgeous wool rug. I'll read the paper in bed. I'll go to Eagle or Costco when there's no crowd. I'll join a singing or dancing group. And before long, there'll be countless classes to take at UAA, and all free! Indeed, this is the time to start—not stop. This is the time to live!"

**Rita Booth, AK-932:** "During the winter months, I hope to do some traveling to Pennsylvania, Kentucky and Florida to visit relatives and friends. Next spring I would like to come back to Alaska for the summer, at least, and hopefully I should know more by then on what I'll be doing."

**Ed Earnhart, AK-924:** "I shall seek part-time work so I can afford fancy vacations. I shall, as always, be ready to register voters and to tell people which candidates for office are the best... I shall continue to grow my garden in the same ol' spot in southwest Anchorage. I shall continue to fight parochialism in all its forms and defend the politicians from the blame heaped upon them by those who elected them. Finally, I shall keep striving to make the perfect oatmeal cookie."

**Dave Evans, AK-985:** "I will be working for Allied Signal Aerospace, based in Albuquerque, installing and maintaining seismic detection equipment at remote locations (mostly islands) around the world. My first assignment later this year will be on Pitcairn Island in the South Pacific for about six months."

**Elinor Fransson, AK-924:** "We have a place in Sweden overlooking the Baltic, three hours south of Stockholm. But we have only the foundation in. In the near future, my husband is going to frame it up and when it's time to do the interior work I'll wallpaper and paint, and maybe live there for hopefully a little while. We plan to make Washington state our real home."

**Andy Gifford, AK-910:** "I really don't know what I'm going to be doing. One thing I'm NOT going to do is rush. I'm going to work on a number of projects that I never seem to have time to accomplish,

like upgrading the house. The rest of the time will be spent hunting, fishing, trapping, snowmachining or whatever comes to mind at a particular time."

**Jack Harris, AK-942:** "I plan to devote time to flying, fishing and spending time with my wife on our boat. I also plan to travel and spend time with our eight children and their families. As I tell my kids, 'I plan to live long enough to be a burden on you—turn about is fair play!' I've started a one-hour photo finishing business in the Fifth Avenue Mall that will keep me occupied if I have nothing better to do and start to get on my wife's nerves. I wish to thank BLM for bringing me to Alaska and letting me work with the employees of the Telecom Section. The time I have spent with these people has been enjoyable and is something I'll remember for a long time. I wish everyone at BLM good luck and good fortune."

**Ken Hext, AK-953:** "I've enjoyed the Alaskan venture, but it's time to do something else somewhere else. My immediate plans? To become a snow bird: winter in the Sun Belt and summer in a northern clime. My long-range plans? I'll deal with that when I get there."

**C.D. Johnson, AK-331**

**Coco Lewis, AK-953:** "My plan is to have a family reunion in Illinois and have a good time. I wish the best of luck to all of you."

**Ron Long, AK-321**

**Dick McManus, AK-323**

**Tom More, AK-321**

**Arlene Rocker, AK-962:** "I think for the first few days, I will set the alarm as usual so that I have the pleasure of turning it off and going back to sleep. Later in October, my husband and I are going to Tacoma to visit with our son and his family. We also want to take a side trip to Oregon for a few days. After that I'll be back home in Alaska and busy with family and the holiday festivities. I may even be able to get my Christmas cards out this year for a change."

**Don Wahl, AK-310**

**Melitta White, AK-963:** "I'll miss the folks at BLM—the last 20 of my 30 years in federal service have been spent working with you. My mom is a high priority. I'm grateful I'll have more time to share with her. I'll also spend time with hubby walking, skiing and working on refurbishing our home. When my computer comes, I'll use it for the classes I'll be taking and the genealogy work I plan to do. I'll also continue to volunteer for health fairs and

the Civil Air Patrol. Don't forget to call me for a get-together!"

**Sue Wolf, AK-932:** "In between my travels to Las Vegas and through the Panama Canal, I plan to clean house and get rid of anything I haven't used in the last year. That will keep me plenty busy for a long time!"

The following employees retired or resigned in August:

**Robert Fedosh, AK-321**

**Debbie Helman, AK-951**

**Tom Mowatt, AK-984**

**Dave Oswalt, AK-311**

**John Palmer, AK-321**

**KEEPING IN TOUCH**—Those roving retirees, **Connie and Carl Jeglum**, have logged quite a few travel miles since retiring: "Last fall we rode the Orient Express from London to Venice, then traveled on to Rome, back to London and then home," says Connie. "We spent the winter in Mexico and Hawaii, and traveled in our motorhome around California, Arizona, Nevada, New Mexico and Texas. We played golf on small country courses and had a great time."

The Jeglums are admitted snowbirds. Between travels, they spend their summers at their Fairbanks condo or at their cabin in Central. Then they head to the warm Southwest for the winters. "Alaska will always be home for us both," says Connie. "We're adamant about that. But it was 40 years ago that Carl arrived in the Great Land, and 26 years for me. That's a lot of long, cold winters!"

Carl and Connie retired from the BLM Northern Districts Office in 1993 and 1994 respectively. They are active members of the National Association of Retired Federal Employees, and enjoy hearing from other BLM employees and retirees. They're on the road (or in the air) a great deal, but can be reached in cyberspace via Compuserve ID 74744,456.



Your employee newsletter is printed on recycled paper.

# Saying thanks to a great team!



Ed Bovy

Conveyance DSD Brenda Zenan (r) recognizes volunteers Susan Joyce-Harvey and daughter Naomi at an awards presentation Aug. 31. This special volunteer duo contributed nearly 1,000 hours of service to BLM, saving thousands of dollars and helping BLM meet yearly adjudication goals. (see cover story)

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